Hate Crime Risk Assessment

This risk assessment should be used for all Hate Crimes and Hate Incidents. There is a separate risk assessment for ASB. This document is disclosable.

Hate Crimes can result in victims suffering personal trauma, which often has a devastating impact not only on their quality of life but also on that of their family and friends and the wider community. The impact of Hate Crime is cumulative and is often unseen until a new incident occurs; to the unaffected the harm caused may appear disproportionate to the specific incident. The impact in any particular case cannot be assumed - different people have different tolerances and coping mechanisms. The effect in each case is unique and it is imperative to be able to identify the particular threat, risk and harm for every individual case through risk assessment.

Assessment of risk is complex and is not related to the number of risks appearing alone; the threat, risk and harm to the victim or others in a particular situation will be dependent upon what they are and how they apply in that context and this necessitates professional judgement. This form provides a series of structured questions to ask victims about what has happened and how it has affected them. Many of the questions are leading in nature – this is deliberate to ensure that known impacts of hate crime are explicitly addressed. This is then followed by a series of judgements for staff to guide their assessment of risk.

Completing the Risk Assessment

The risk assessment should be completed in person with the victim. It is important when conducting the risk assessment that the victim understands why you are asking these questions - their understanding of the importance of the assessment is likely to affect the quality of their information.

The victim may have completed a risk assessment before and may doubt the value of the same questions again. Please make sure that the victim understands the need to identify risk relating to the new incident, any changes in their circumstances and perception of risk and how they see their situation now.

Ask the victim the questions as they are written in the assessment – they are structured to gather the information needed, but be prepared to explain what they mean if the victim isn’t clear about what is being asked. It is important that the risk assessment records the victim’s answers and not your own opinions; the assessment needs to address how the victim is affected, regardless of how anyone else might see things. Be mindful of the impact of victimization; the risk assessment is a powerful tool that may cause victims to think about what has happened and how it has affected them in ways that they haven’t done before. The effect of this may be traumatic for the victim and they may need support through the process.

If you are completing the risk assessment with a person who is vulnerable (such as through age, disability or mental health issues) ensure that there is an appropriate adult present.

Grading Risk

Risk assessment is based on structured professional judgment; this form does not provide an absolute or relative measure of risk using scores. The staff member completing the risk assessment with the victim is required to make professional judgments of relative (High, Medium or Low) risk, threat and harm based in answer to four initial “diagnostic” questions relating to current harm; the threat of harm through repeat victimization and escalation; the impact on community cohesion; and, reputational risk resulting from the police response to the incident.
After these four questions, the reporting officer is asked to make an overall risk assessment (High, Medium or Low), guided by their answers to the four diagnostic questions. As a general guide, the final risk assessment should not be lower than the highest level of any of the diagnostic questions. However, this is not mandated and it is a matter of professional judgment. If the final risk assessment is lower than the highest diagnostic risk then the reporting officer should endorse the reason why. Additionally, if the diagnostic questions have multiple medium risks but none high, then consideration should be given to assessing the final risk as High.

Risk assessments graded as Low risk will be reviewed by the staff member's line manager. Risk assessments graded as Medium or High risk will be reviewed by the DMI.

Reviewing managers are required to endorse a final risk assessment level (High, Medium or Low). Supervisors may amend the risk grading made by the reporting officer. If they do so, they must explain the reason for this on the risk assessment. In determining their final risk level, in addition to threat, risk and harm, supervisors should also consider the investigative opportunities, vulnerability of the victim and the engagement level required to resolve the issue.

The tasking process following risk assessment is provided below.
Hate Crime Risk Assessment
This form should be used for all Hate Crimes & Hate Incidents

<table>
<thead>
<tr>
<th>Victim Name</th>
<th>Address</th>
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<thead>
<tr>
<th>Date of Birth</th>
<th>NICHE Occurrence</th>
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<tr>
<td></td>
<td>Homeless-Hostel</td>
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Questions about this incident
1. This incident is being recorded as a hate crime, identifying that you/your community have been targeted. Do you think that this incident: Could only have happened to you/your family □ or, Could have happened to anyone like you in your community □
1a. If you think it could only have happened to you/your family, why is that? Details:

2. Did the incident occur at any of the following places (tick any that apply): Your home □ Work □ School □ Transport □ Online/social media □ A community location (specify) □

3. Is the incident connected to doing your job? Yes □ No □
3a. If yes, has it affected your ability to work as usual? Yes □ No □ Details:

4. What harm has this incident caused (tick all that apply)? You? Physical injury □ Emotional harm □ Damaged property □ Loss of income □ Other harm □ No harm □ Anyone else? Physical injury □ Emotional harm □ Damaged property □ Loss of income □ Other harm □ No harm □ Details:

5. Are you aware of any other similar incidents in your area because of hostility to people from different background? Yes □ No □
Details:

6. Do you think that this incident is or could be a reaction to other incidents or events elsewhere? Yes □ No □ Don’t Know □
Details:

7. Overall, on a score of 0 (not at all serious) to 10 (extremely serious), how serious do you think your incident is? ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

Questions about the offender/s
8. Do you know the offender/s for this incident? Yes □ No □
8a. If yes, are they local? Yes □ No □ Don’t Know □, and how do you know them, By sight □ By name □ Other means □
Details:

9. Has the same offender/s caused you or people you know problems before? Yes □ No □ Don’t Know □
If yes, You □ Your family □ Other people similar to you (e.g. same faith, disability etc.) □ Other people locally □
Details:

10. How concerned are you that the same offender (or people connected with them) will cause you problems again? Not at all concerned □ Concerned a little □ Moderately concerned □ Concerned a lot □ Extremely concerned □
### Questions about previous incidents

11. Other than this occasion, have you been the victim of any other hate incident?  
   - Yes  
   - No  
   - Don’t Know

**If No, go straight to question 18**

12. How often do you have problems with hate incidents?  
   - Most days  
   - Most weeks  
   - Most months  
   - Only occasionally

13. Has social media/cyber bullying played any part in what has happened to you/your family?  
   - Yes  
   - No  
   - Details:

14. Have weapons or arson been used or threatened in any incidents?  
   - Yes  
   - No  
   - Details:

15. Please give details of your most recent hate incident before this one:

**15a.** Please summarise previous hate incidents before that:

**15b.** Have you reported previous hate incidents to the police?  
   - Some  
   - All  
   - None  
   - If none, why not?

16. Do you think the current incident is linked to previous incidents?  
   - Yes  
   - No  
   - Don’t Know

17. Do you think that incidents are happening more often and/or are getting worse?  
   - Yes  
   - No  
   - Details:

### Questions about how you and other people have been affected by what has happened

18. How affected do you feel by what has happened?  
   - Not at all affected  
   - Affected a little  
   - Moderately affected  
   - Affected a lot  
   - Extremely affected

**18a.** If you are affected a lot or extremely affected, do you feel at the end of your tether?  
   - Yes  
   - No

**18b.** If you are affected a lot or extremely affected, has this had a knock-on effect to anyone else?  
   - Yes  
   - No

**Details:**

19. Apart from any effect on you, do you think anyone else has been affected by what has happened?  
   - Yes  
   - No  
   - Don’t Know

**19a.** If yes, who (tick all that apply)?  
   - Your family  
   - Local community  
   - Other

**Details:**

20. Have any of your relationships with people been affected by what has happened?  
   - Yes  
   - No

**20a.** If yes, with Family  
   - At work  
   - Social/friends  
   - Community

**Details:**

21. As a result of this and any other hate incidents how safe do you feel on a day-to-day basis?  
   - Very safe  
   - Moderately safe  
   - Neither safe nor unsafe  
   - Moderately unsafe  
   - Very unsafe

**Details:**
22. Because of what has happened on this and any other hate incidents;
22a. Has anyone’s health been affected? Yes ☐ No ☐
If yes, Physical health ☐ Mental health ☐ General well-being ☐
Details:

22b. Have you or your family changed what you do day-to-day? Yes ☐ No ☐
If yes, tick all that apply
At home ☐ Your work/school ☐ Your travel ☐ Social activities ☐ Places you go to ☐ Use of social media ☐ Other ☐
Details:

22c. Has the way you feel about your home changed? Yes ☐ No ☐
If yes, By not wanting to go out ☐ By staying away from home ☐ By wanting to move ☐
Details:

22d. Has your life been affected in any other way? Yes ☐ No ☐
If yes, Details:

23. How concerned are you about what might happen in the future?
Not at all concerned ☐ Concerned a little ☐ Moderately concerned ☐ Concerned a lot ☐ Extremely concerned ☐

24. Do you feel isolated from support from friends/ family or other support, such as from your community?
Yes ☐ No ☐
24a. If yes, how much of a concern is this to you?
Not at all concerned ☐ A little ☐ Neither concerned/unconcerned ☐ A lot ☐ Extremely concerned ☐

25. Do you think that people’s reaction to your incident could cause more problems between people from different backgrounds living in your area? Yes ☐ No ☐ Don’t Know ☐
If yes, who do you think might react? You ☐ Your family ☐ Local community ☐
Details:

26. Finally, to summarise your situation, on a scale of 0 (minimum) to 10 (maximum), where would you put yourself now in terms of the overall impact on your life (health, well-being, day-to-day activity, safety etc.) as a result of this and other hate incidents?
0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐

27. What would you like to happen now? Details:

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**Risk Assessment – To be completed by the reporting officer**

As a result of this incident and any previous relevant victimisation, what is the risk of the victim (and family) suffering serious harm (including significant physical and emotional harm and any substantial adverse effect on the victim’s/family’s day-to-day activities caused by fear, alarm or distress)?

Low ☐ Medium ☐ High ☐

What is the risk of the victim (and family) suffering serious harm (including significant physical and emotional harm and any substantial adverse effect on the victim’s/family’s day-to-day activities caused by fear, alarm or distress) in future as a result of repeated victimisation and/or escalation in victimisation?

Low ☐ Medium ☐ High ☐

As a result of this incident and any likely subsequent consequences, what is the risk of community cohesion being adversely affected?

Low ☐ Medium ☐ High ☐

As a result of this incident and the police and community response to it, what is the risk that confidence in Nottinghamshire Police will be adversely affected?

Low ☐ Medium ☐ High ☐

Reporting officers assessment of overall risk:
Comments:
Person Completing ☐ No ☐ Signature ☐ Date ☐

**Supervisor’s Review (Line manager for Low Risk, DMI for Medium & High Risk)**

Supervisory officers assessment of overall risk: Low ☐ Medium ☐ High ☐
Comments:
Person Completing ☐ No ☐ Signature ☐ Date ☐

RESTRICTED WHEN COMPLETE
Consent to Share With Partner Agencies

The information contained in this risk assessment form will be held in accordance with the Data Protection Act 1998.

It should be explained that consent is necessary to enable the information to be shared with other organisations in order to keep them or other people safe resulting in other agency contact. This consent is to share with partner agencies for the purpose of keeping you and other people safe, supporting victims of hate crime, protecting your well-being, taking action against perpetrators and preventing further victimisation and offending. Where there is a legal safeguarding duty towards children and vulnerable adults, appropriate referrals will be made regardless of consent.

The types of organisations that we will share information with are victims’ services, specialist hate crime services and support groups, local authorities, housing providers, health services (including mental health services), criminal justice agencies, restorative justice services, anti-social behaviour and community protection services and education providers.

Consent from the person believed to be at risk or their parent/guardian should always be sought and recorded. You should also explain that consent can be withdrawn at any time and the process for doing so.

Is consent given for information to be shared with partner agencies?

<table>
<thead>
<tr>
<th>Consent given</th>
<th>Yes ☐</th>
<th>No ☐</th>
<th>Unable to consent (Please provide an explanation) ☐</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victim Signature</td>
<td></td>
<td>Date</td>
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Hate Crime Classification

Classification is based on who the perceived prejudice is against, not necessarily the victim’s identity. Tick both relevant main heading (all that apply) and sub-heading (where available).

<table>
<thead>
<tr>
<th>Alternative Sub-Culture</th>
<th>Disability</th>
<th>Misogyny</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Autistic spectrum disorder ☐</td>
<td>Learning difficulty ☐</td>
<td>Mental Health ☐</td>
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<tr>
<td></td>
<td>Physical disability ☐</td>
<td>Sensory impairment ☐</td>
<td>Other ☐</td>
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<table>
<thead>
<tr>
<th>Race</th>
<th>Religion</th>
<th>Sexual Orientation</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Colour prejudice – black ☐</td>
<td>Christian ☐</td>
<td>Biphobic ☐</td>
<td></td>
</tr>
<tr>
<td>Colour prejudice – White ☐</td>
<td>Buddhist ☐</td>
<td>Homophobic ☐</td>
<td></td>
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<tr>
<td>Ethnicity – Gypsy, Roma and Traveller ☐</td>
<td>Hindu ☐</td>
<td>Other ☐</td>
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<tr>
<td>Ethnicity – Anti-Semitism ☐</td>
<td>Jewish (Anti-Semitism) ☐</td>
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<tr>
<td>Race – Anti Asian ☐</td>
<td>Muslim (Islamophobia) ☐</td>
<td></td>
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<tr>
<td>Race – Anti Oriental ☐</td>
<td>Sikh ☐</td>
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<tr>
<td>Xenophobia – Economic migration ☐</td>
<td>No Religion ☐</td>
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<tr>
<td>Xenophobia – Refugee/Asylum seeker ☐</td>
<td>Unknown ☐</td>
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<tr>
<td>Transgender ☐</td>
<td>Other ☐</td>
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<tr>
<td>Transphobic ☐</td>
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<td>Other ☐</td>
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